





## Protected Characteristics

Protected Characteristic Age



How will you mitigate against any negative impact to the gender reassignment characteristic?	
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**Protected Characteristic - Marriage and Civil Partnership**

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	
What legal marital or registered civil partnership status will be impacted by this proposal?	
Please describe the impact to the marriage and civil partnership characteristic	
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	

**Protected Characteristic - Pregnancy and Maternity**

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	
Please describe the impact to the pregnancy and maternity characteristic	
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	

**Protected Characteristic - Ethnicity and Race**

Does this proposal impact people due to their race as per the Equality Act 2010?	
What ethnic groups would be impacted by this proposal?	
Please describe the impact to the ethnicity and race characteristic	



How will you mitigate against any negative impact to the ethnicity and race characteristic?	
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Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	
What religions could be impacted by this proposal?	
Please describe the impact to the religion or beliefs characteristic	
How will you mitigate against any negative impact to the religion or beliefs characteristic?	

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	
What sexual orientations may be impacted by this proposal?	
Please describe the impact to the sexual orientation characteristic	
How will you mitigate against any negative impact to the sexual orientation characteristic?	

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	
Please enter the email address for the officer responsible for monitoring impact and mitigation	

